

Round 27 Workforce Training Fund Awards
By Region

| <i>APPLICANT NAME</i> | <i>TOWN</i> | <i>GRANT AMOUNT</i> | <i>NUMBER OF EMPLOYEES TO BE TRAINED</i> | <i>TRAINING DESCRIPTION</i> |
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| <i>Western</i> | | | | |
| Bete Fog Nozzle, Inc. | Greenfield | \$13,430.00 | 26 | We propose a comprehensive, multi-level training program with the following components: 1) Comprehensive computer numerical control training for 8 employees on the 2nd and 3rd shifts;2) Advanced computer numerical control training for 3 employees;3) Product design software training for 1 employee on our technical staff; 4) New design software training for 6 employees on our technical staff; 5) ISO quality system internal auditor training for 6 technical and production employees. |
| ROGER SITTERLY & SON INC | Springfield | \$25,000.00 | 25 | The training program will be comprised of three components that will allow us to develop skills while also growing our business and improving our operations.: 1) Strategic Innovation and Competitive Assessment, 2) Productivity and Quality Improvements, and 3) Hiring Process and Interview Skills. |
| T.M.I. INDUSTRIES, INC | Palmer | \$20,650.00 | 6 | We propose to take our most talented skilled stitcher of 22 years, May Blando, off production to train these employees. In 1996 she was assigned the responsibility to train new stitchers and has successfully trained over eleven employees. We are seeking funding to train six employees during this 4-6 month accelerated paced program to become basic stitchers. This increase in production capacity (200%) will enable us to pursue other marketplaces and compete with foreign competition. |
| THE OCTOBER CO INC | Easthampton | \$41,600.00 | 20 | The proposed training program will develop effective front-line supervision and implementation of lean manufacturing methodologies critical to the future and success of October Company Inc. As we expand our business and look for new product lines to offer a number of industries, we know that the demands for effective supervision and cost effective production of products will be more important than ever. This will provide our team with the foundation for continuous improvement and innovation. |
| Transcon Technologies, Inc. | Westfield | \$39,600.00 | 25 | ISO 9001:2000 Training Plan with Training Schedule: 1).Mgt. Planning (6/07) 2).Gap Assessment (determine weaknesses) (6/07). 3). ISO 9001 Overview (introduce requirements and responsibilities)(6/07). 4).Procedure Development (create policies/procedures)(7-10/07). 5).New Procedure Training (train employees in responsibilities)(10-11/07). 6).Auditor Training (train auditors, perform audits, correct problems)(12/07-1/08). 7).Measurement, Analysis & Improvement (2-3/08). 8).Obtain Registration (6/08) |
| <i>Total for region</i> | <i>5</i> | <i>\$140,280.00</i> | <i>102</i> | |

| <i>Central</i> | | | | |
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| ACCESS TCA INCORPORATED | Northbridge | \$40,300.00 | 121 | The proposed training has five main components: Supervisory Skills Development for all managers from Sr. Level to Team Leaders which will teach essential management skills to prepare for growth. Leadership Training for senior managers. The WorkSmart program for non-management personnel. Sales training for existing sales team as well as the sales support team and Continuous Improvement which will train all employees that deal w/tight deadlines in order to manage priorities & improve efficiencies |
| AVECIA BIOTECHNOLOGY INC | Milford | \$49,200.00 | 60 | Train the Trainer: Improve the preparation, presentation, assessment of proficiency and consistency of the delivery of training across the entire organization, with special emphasis on the training of the QC and manufacturing departments and improvement of the cross-functional communication skills required for technical transfers between departments. Leadership: Improve the leadership and coaching skills for Avecia's high performing functional supervisors/managers |
| Bay State Savings Bank | Worcester | \$67,688.00 | 75 | Impact Selling for Banks |
| ELECTRO-WIRE INC | Leominster | \$7,440.00 | 36 | Electro-wire requires lean manufacturing, workplace literacy, and supervisory training to: decrease setup times, reduce waste, reduce overhead improve production, increase its IDL/DL ratio, and help staff advance up the career ladder. To do this the following training modules will be implemented: Quality Management and Metrics; Quality Assurance for Supervisory Staff; Production Quality Assurance; Kaizan Events; Supervisory Training; Leadership Training; & Workplace Literacy. |
| Grafton Suburban Credit Union | Grafton | \$32,500.00 | 49 | Our focus with this training program is to build teams from what has historically been a group of people focused on their individual effort. The program we have designed will give our managers the ability to recognize and properly utilize the strengths of the individuals, and mold them into unified teams. The plan gives our staff tools and skills to help employees see how the efficiency and productivity of their position effects the organization and helps create the team atmosphere. |
| KARL STORZ ENDOVISION INC | Charlton | \$250,000.00 | 363 | KSE proposes to train its workforce on Lean and Six Sigma manufacturing principles. This will be accomplished through shop floor training in all areas of our facility including production, engineering, and administration. Courses are in the Training Details section of this application as well as in the attachment. The training will be driven and overseen by our KSE Continuous Improvement Steering Committee. |
| LEWCOTT CORPORATION | Millbury | \$44,000.00 | 68 | Lewcotts training plan includes three parts, the first being English as a Second Language (ESL) training to develop our non English speaking workers. Secondly, we will provide our Customer Service Representatives, Sales Agents, Managers and HR. department with a series of trainings in Leadership and Customer Service. Lastly, training will be conducted in Facilities Planning & Organizational Strategies (Five S) through out our office and production facility |
| MAPLEWOOD | Ashburnham | \$17,886.00 | 15 | The proposed training plan will equip Maple Wood employees with new skills in the |

ACQUISITION LLC

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| | | | | following disciplines: -Spray Booth Operations to the Advanced Level (4 staff) -Lean Manufacturing Enterprise (15 staff) -Computer Aided Drafting (5 staff) -Fundamentals of Leadership Success Skills (4 staff) -Crystal Reports Advanced (3 staff) -Train the Trainer (6 staff) |
| PK3 GROUP INC | Devens | \$46,500.00 | 46 | PK3 Group Inc will be starting our Lean Mfg initiative, the program will involve all employees from owners to shop floor employees on all 3 shifts. We will start with Lean concepts training and move into implementation of Lean concepts using standard Lean Tools (5-S, TPM, SMED, Kaizen). Training will be activity based using existing shop floor teams and management/technical staff. Training will be directed at development of activity leaders, training materials, and improvement processes. |
| Radius Worcester Operating LLC | Worcester | \$149,308.00 | 12 | 8 entry level staff will enroll in the Licensed Practical Nurse (LPN) program and 4 LPNs will enroll in the Registered Nurse (RN) program. |
| Rand Whitney Industries Corporation | Worcester | \$90,400.00 | 148 | ISO 9000, Lean Manufacturing, Five S and Value Stream Mapping. |
| Reed Machinery, Inc. | Worcester | \$48,500.00 | 18 | The training plan that we have developed is focused on the elimination of "waste" in our manufacturing operations. Training focuses on Lean Manufacturing implementation courses including: Basic Principle of Lean Mfg., Value Stream Mapping, 5S-Workplace Organization, Plant Layout, Structured Problem Solving,Kaizen for Continuous Improvement, Leadership Development and Fostering Creativity. |
| Southern Container Corporation | Devens | \$50,000.00 | 100 | Train 15 Managers to become Lean Certified Champions. Train 85 employees in Lean overview, to give them the basic of Lean and promote "buy in" and manufacturing culture shift. Train 20 employees in Continuous Quality Improvement practices. Train 20 employees in Time Management practices. Train 20 employees in Train the Trainer proven practices. |
| UNITED WAY OF NORTH CENTRAL MASS. INC. | Fitchburg | \$8,512.00 | 8 | Train 7 staff in Advanced Accounting Software for Expert Users. |

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| <i>Total for region</i> | 14 | \$902,234.00 | 1,119 | |
| <i>North East</i> | | | | |

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| A.W. Chesterton Co. | Groveland | \$304,392.00 | 386 | Chesterton's training plan includes 1)project management program for 21 targeted employees;2)organization change/development for 312 employees; 3)supervisory skills training for 105 supervisors and managers; 4)problem solving program for 378 employees. The training will help employees become better problem solvers, manage projects, better |
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| | | | | understand how to oversee their employees as supervisors, and increase efficiency and internal and external customer satisfaction throughout the company. |
| Brockway-Smith Company | Andover | \$109,600.00 | 100 | Lean 101, Value Stream Mapping, Kaizen Events, Training Within Industry, Leader Effective Training and Time Management. |
| CAPONE IRON CORPORATION | Rowley | \$23,750.00 | 37 | Atema is the sole company dedicated to providing quality related training for the structural steel industry with a specialty in AISC certification programs for bridges, buildings and erectors. Atema will provide an onsite customized quality assurance/control training assistance to Capone Iron Corporation in order to obtain AISC certification. |
| CYNOSURE INC | Westford | \$98,820.00 | 116 | The plan focuses on 1)Customer Service: motivating, coaching, mentoring, goal setting, dealing with difficult customers. 2)Communication/management: managing, developing written/oral communication skills, understanding interaction skills, working with difficult people, managing stress. 3)Team Building: creating high impact teams, creating a culture, and energizing people. 4)Training Trainers: creating outstanding classes, understanding adult learning styles, implementing experiential learning. |
| FERRAZ SHAWMUT INC | Newburyport | \$161,808.00 | 187 | As the new HR director I have developed a plan with input from the labor union (IBEW) and management. We will offer skill enhancement courses for supervisors and customer service. Design for Assembly and Manufacturability for the design engineering staff, and Lean tools to all associates. All this will benefit the organization in several ways. 1. Employee satisfaction 2. Development 3. Enhance existing operations to keep production here in effort to prevent future moves to our Mexico plant |
| JOSEPH SZCZECHOWICZ | Rowley | \$16,670.00 | 12 | Our training plan is based upon developing communication skills throughout the organization to help with sales, customer service, production efficiency, and job satisfaction. We will start with interpersonal communication & listening skills, then supervisory skills training, leadership through team facilitation, writing for business, and finish with train-the-trainer to ensure sustainability after the grant has expired. |
| KEIVER LUMBER CORP. | Newburyport | \$47,917.00 | 54 | 6 Trained in Raimann Value Systems; 12 Trained in Weinig Moulders/Grinders; 6 Trained in Yates Planer Operations; 4 Trained in AutoCAD; 54 Trained in Hardwood Lumber Grading; 18 Trained in Wood Anatomy & Identification |
| NUVERA FUEL CELLS | Billerica | \$50,000.00 | 55 | Nuvera's proposed training plan will include: Leadership & Management Training including 1) Managing Change, Developing Leadership Skills & Conflict Resolution 2)Project Management |
| Orbotech, Inc. | Billerica | \$139,155.00 | 54 | Project Management, Leadership Development, Customer Service/Sales Training, and Technical Training. |
| PCG Trading | Peabody | \$10,000.00 | 30 | The two different Sales Training seminars chosen are intended to be a follow up to our New Hire Training program (developed and administered internally). Currently, after a new hire has gone through the initial training there is no follow up training. We have specially chosen training based on needs addressed on performance appraisals as well as employee requests. |

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| PCG Trading LLC | Peabody | \$16,000.00 | 30 | Our plan is to address effective telephone selling skills (through the Telephone Selling Skills seminar) and to give our sales team S |
| | | | | Telephone Selling Skills and Consultative Selling Skills. |
| PRECISION TECHNOLOGIES | Tyngsboro | \$49,000.00 | 30 | Training plan will be - implement ISO into all facets of company - Train on Quality Management, Development of Quality Documentation, Implementation of a Management System and Internal Auditing for Continuous Improvement. Documentation training will enable us as a small company to develop the tool we need less the purchase of limiting canned systems for a business-focused Document/Data solution allowing us to design, manage, deploy, and control documents. Big company solution for a small one. |
| Sandy Bay Machine, Inc. | Rockport | \$44,800.00 | 40 | SBM will receive training on AS9100 (aerospace standard), Knowledge Manual, Knowledge Board and Maps...all within the context of an integrated real-time Knowledge Management System (KMS). The actual training plan has 4 elements - the first element will help SBM understand what a KMS is, the second will address the actual development of a KMS, the third will train on implementation and the fourth will focus on the drivers of continuous improvement - culminated by registration to AS9100 |
| Spincraft a Division of Standex International | Billerica | \$50,000.00 | 66 | To make Lean Manufacturing an embodied culture within the daily lives of every Spincraft employee. From an initial introduction of Basic Lean Principles to the application of Advanced Continuous Improvement Practices, the training shall be taught by the GBMP- Greater Boston Manufacturing Partnership, and encompass all aspects of the Toyota Production System. |

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| <i>Total for region</i> | 14 | \$1,121,912.00 | 1,197 | |
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Boston

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| ACCUTECH PACKAGING INC | Foxboro | \$42,000.00 | 63 | Training will start with the Principles of Lean to get employees at the same level. Once employees all have the same vocabulary, training that is more specific to certain areas will take place. The current plan includes Administrative Training, Manufacturing Training and Team Problem Solving. |
| ALL-COMM INC | Revere | \$23,985.00 | 19 | The Training plan will consist of four different areas,Communication,Customer Service,Management,and Sales.Communication will focus on the learning of three different communication styles as well as listening skills. Management program will focus on improving skills necessary to manage the business more effectiviely,with focus on conflict management,leadership,HR issues, coaching and organizational excellence. Sales course will teach 7 step method for behavioral selling techniques. Two CS Module |
| ARLOWE CORP | Wilmington | \$41,450.00 | 14 | Our training plan involves a three step process: 1) Goal Setting - Hands-on Workshop training to solicit input/gain consensus from employees/customers on "Critical Numbers" for future success. 2) Lean/Quality - Technical Skills training in lean manufacturing and quality practices to address issues effecting our "Critical Numbers". 3) Scoreboarding - Hands-on Workshop training to tie lean/quality efforts to company |

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| | | | | performance by weekly tracking progress to goal and related performance bonus. |
| Advanced Signing LLC | Medway | \$48,600.00 | 33 | This training will provide our employees with both the theory and hands-on experience in applying lean manufacturing throughout our company. Training will begin with a leadership workshop to prepare management to lead a successful training program that will have lasting results. Lean overview training will provide all employees with the basics of the lean system. Finally, several kaizen projects will give teams of employees hands-on experience in implementing lean concepts. |
| BLUEFIN ROBOTICS CORP | Cambridge | \$77,650.00 | 63 | We are developing a series of tailored courses with WPI covering the following areas: process improvement, advanced problem solving, project management, new product introduction, design for manufacturability, and customer service. These courses will be held on site at Bluefin and will be staggered to maintain operational efficiency during the training period. |
| Bright Horizons Children's Centers | Watertown | \$196,952.00 | 250 | Child Development Associate online training facilitation, Business Development Training, Management Development Training and Diversity Training. |
| CABEM TECHNOLOGIES LLC | Franklin | \$16,200.00 | 8 | To understand quality system expectations, customer/regulatory requirements and how to build quality systems and processes. To understand the processes required to attain high quality for our clients and learn how to define and document procedures for standardization, quality objectives and using internal audits to monitor our performance. The plan includes establishing quality documentation, internal auditing techniques and standardizing implementation of quality systems. |
| Camger Coatings Systems, Inc. | Norfolk | \$38,400.00 | 27 | To establish and maintain an ISO 9001 Quality Management System, becoming ISO Certified. The program includes: Gap Assessment (training that provides the examination of the strengths and weaknesses of Camber Coatings's existing system and provides the foundation to plan and implement the ISO 9001 Program, ISO Overview (training that will allow employees to understand both the rationale for implementing ISO 9001, and their responsibilities in ISO 9001 implementation, presently and into the future), |
| City Lights Electrical Co., Inc. | Canton | \$94,500.00 | 171 | Lean Enterprise Training Program. |
| Colonial Health Group - Westridge | Marlborough | \$436,637.00 | 32 | Mt Wachusett C.C. will conduct a practical nursing training program and a registered nurse program for a 4 partner coalition of long-term care companies. MWCC will train the 32 long-term healthcare professional over 24 months. |
| DONNELLY SERVICE GROUP INC | North Reading | \$39,296.00 | 65 | The Maids operates in an intensive customer service environment. This training plan is designed to enhance the customer service skills of all of our employees. This will be accomplished through ESOL, intensive customer service skills training and process improvement. Through these skills, The Maids seeks to grow its business through overall customer satisfaction. In addition, we will increase the teamwork, interaction, efficiency and promotability of our employees in a sustainable manner. |
| GEI CONSULTANTS INC | Woburn | \$32,800.00 | 42 | To achieve our goal of expanding our service offerings, building significant new revenue streams, attracting new employees, and increasing the utilization of our current employees, we must provide: 1. Training in professional sensory analysis. 2. Training in communication |

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| | | | | skills specific a high performing sensory panel 3. Training-the-trainer to support future activities. |
| GTC BIOTHERAPEUTICS INC | Framingham | \$41,000.00 | 25 | It is based on the Six Sigma Process Improvement (SSPI) certificate program offered by WPI but customized to focus on 3 specific real life issues facing GTC right now. The program provides the structure & expertise that will help lead the organization toward improved productivity and profitability. The training will be administered in a cross-functional team based environment. Curriculum is designed in multiple levels that build on each other. |
| H. GOLDMAN, INC. | Canton | \$98,525.00 | 67 | To meet planned business and workforce expansion goals we must provide: 1. Training to implement modern Continuous Improvement and Lean Operational methods and practices. 2. Sales and Customer Service training to increase revenue, launch a new product line, and provide world class customer service. 3. The advanced training needed to a: Automate manual work practices; b: Improve negotiating skills, and c: Package and Transport Fine Art and Antiques. |
| Howes Engineering and Machining, Inc. | Franklin | \$58,400.00 | 55 | The plan will provide all employees Lean training in a Job Shop environment. The training will include Value Stream Mapping to incorporate our new company layout (added 2 new companies). We will perform new Kaizen activities focusing our efforts on Set-Up reduction, Total Productive Maintenance, and Problem Solving. In addition training will focus on Organizational Change, Leadership Effectiveness, Strengthening Communications, Teamwork Principles and Thriving in a Multi-Cultural Setting. |
| INDEPENDENT ELECTRIC SUPPLY CORP | Somerville | \$47,665.00 | 64 | Impact Selling: Participants will learn skills for effective questioning and mining, skills utilized in the social, discovery, confirmation phases of selling, the skills needed to identify customer buying motives and skills to align features and benefits to these motives, as well as, the skills for trial closing, and closing techniques. Impact Customer Service: Participants will learn problem solving skills, skills for effective communications and listening, and customer management skills. |
| Insultab, Inc. | Woburn | \$13,530.00 | 20 | Insultab has a strong preference for and history of internal promotions and has recognized that to be successful in advanced positions, employees require training. Three trainings have been identified for current executive, management and new supervisory employees to provide needed skills and competencies to be effective in their supervisory positions: Supervisory Skills (21 hours), Effective Leadership (21 hours), and Career and Life Planning (9hours). In addition, Insultab has identified the Sa |
| LYCOS INC | Waltham | \$99,548.00 | 68 | The plan is targeted at areas meant to improve the competitiveness and productivity of our organization. The training will include leadership development, project management for our software development teams, fostering innovation to help our technical and sales staff enhance current and develop new product offerings, Team Problem Solving to work around barriers in our development process, advanced software languages, and a Worksmart program to help support the Lycos vision for change. |
| Medway Cooperative Bank | Medway | \$38,661.00 | 32 | Leadership Skills and Management Training, Sales and Service Process Improvement Team establishment. |
| OMNIGUIDE COMMUNICATIONS INC | Cambridge | \$35,450.00 | 30 | The training will introduce our team to Lean manufacturing principles. Our product is now available and we must develop a manufacturing center with the best possible flow and layout. |

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| | | | | This training will help us to understand lean principles and use these tools to improve our processes and layout of our operations. |
| OVER THE TOP FOOD COMPANY INC | Walpole | \$18,288.00 | 15 | This training program is designed to greatly improve our operating efficiency, lowering direct labor expense as a percent of sales and realizing increased capacity to support our growth. It consists of training in "lean manufacturing" or "continuous improvement" manufacturing methodology. |
| PHT Corporation | Boston - | \$45,000.00 | 30 | 1) This proposal is to present the core and elective courses in Project Management offered by the BU Corporate Education Center which lead to certification in project management. 2) The PHT Management Certificate courses will be offered to all managers of people at PHT through the Management Training Certificate Program at the BU Corporate Education Center. |
| Staples Inc. | Framingham | \$167,800.00 | 405 | 4 Individual Training Programs. The skills taught will include methods on how to improve existing business processes, understand complex financial metrics, and effectively communicate to solve critical problems and manage stress. They include Sic Sigma, Decision Making Skills and a Stress Busters course. |
| Sud-Chemie,INC | Needham | \$49,400.00 | 33 | Sud-Chemie's training program focuses on two areas: Quality Assurance and Leadership Development. The first phase of the program will deal with Quality Assurance, including FMEA, PPAP, APQP, DOE, and SPC (see budget narrative for definition of these acronyms). All courses are specifically designed to give our employees the skills needed to be pro-active in controlling the quality of our production processes. Lastly, Leadership training will be conducted to open up lines of communication. |
| TRAVIZON INC | Woburn | \$45,500.00 | 70 | Travizon has put together a training plan focused on Leadership Development and Customer Service. Under Leadership, we will give our current and upwardly mobile managers a solid base of skills in goal setting, performance management, and motivational techniques. In our Customer Service program, we look to help our entire staff build improved communications and problem solving skills to resolve clients' issues, to build successful customer relationships and to build a stronger team environment. |
| Technical Communications Corp. | Concord | \$20,280.00 | 14 | TCCs training program will focus on one area: improving our Product Development Processes through Value Stream Mapping and Project Management Skills. Value Stream Mapping training will help us to study and engineer our product development process to maximize performance. Once this is completed, Project Management training will be offered to help employees to better manage multiple product development projects simultaneously, and to better plan and coordinate our resources accordingly. |
| Textron Systems/ A Textron Company | Wilmington | \$199,248.00 | 147 | Central Engineering, Systems Engineering, Production Transition and Test Engineering and Operations. |
| Ultimate Parking, LLC | Boston South | \$109,200.00 | 405 | Impact Management and Customer Service. |
| WAINWRIGHT BANK & TRUST COMPANY | Central Boston | \$173,070.00 | 115 | The Bank proposes a training program that includes: Management skills, Process Improvement Team Training, and Sales Skills. Management training includes management, leadership and employee relations skills. Process Improvement Team Training involves teaching a committee how to reinforce and sustain the skills learned in sales and management |

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| | | | | training. Sales training includes business development, building rapport, evaluating and fulfilling customer and prospect needs. |
| WALTHAM SERVICES INC | Waltham | \$23,638.00 | 102 | Our company's proposed training plan will include: 1. "Steps-to-Success" - sales 'best practices' training for the sales team, & operations managers. 2. "New Hire Sales Training" - A more extensive version of "Steps-to-Success" for new hires. 3. "Retain & Expand Business from Existing Customers" - This course is for the technicians & customer service representatives. |
| WHOLESALE DOORS INC | Watertown | \$50,000.00 | 49 | The Training in Lean Manufacturing will be conducted over the next two years and will encompass a management briefing, policy deployment and development of an improvement plan, training of our employees in the concepts of introduction to continuous improvement with hands on simulation ,Value Streaming Mapping,5S Classes, Flow Mfg., Pull Systems / Kanban and Standard Work. Beyond the two year plan, we anticipate the need for courses that will be geared to specific individuals and areas for improvement.. |

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| <i>Total for region</i> | 31 | \$2,422,673.00 | 2,533 | |
| <i>South East</i> | | | | |

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| AMF Technologies | Rockland | \$31,991.00 | 12 | Three training initiatives; two focused on manufacturing services and one to improve sales & marketing to grow the business and generate new customers. Training required is (a)AS-9100 certification and quality system training oriented to aerospace customers (b) Lean manufacturing training(ex.,Kaizen,5-S,value stream mapping) to eliminate waste, improve quality, meet competitive pricing needs, and enhance on-time delivery goals, and Sales & Marketing training. Training impacts all employees. |
| BARBOUR PLASTICS INC | Brockton | \$48,220.00 | 38 | We are focusing first on improving managerial Leadership skills, with particular emphasis on the improvement of observable business communication behaviors, with the goal of improving internal communication as a catalyst to making operational improvements. As such, improving our skills in Supervisory Training, Continuous Improvement, SMED and Five S will strengthen our achievement of desired quality results over current metrics. |
| BISCO ENVIRONMENTAL INC | Taunton | \$37,500.00 | 34 | The training will instill Lean Manufacturing principles and continuous improvement practices across all levels of the Company. First, participatory introductory training sessions will be given to all employees so that all can experience the dramatic impact of transforming processes and methods in all areas of a business. Subsequent sessions will focus on working as a team to solve real problems and address areas for continuous improvement within Bisco. |
| BURKE DISTRIBUTING CORP. | Randolph | \$123,700.00 | 223 | Training will be provided to all employees at our 2 Mass locations. The training will focus on improving Leadership, Sales & Customer Service skills. We will also incorporate training in the Lean methodologies of Value Stream mapping and Kaizen events aimed at improving the process and productivity of our warehouse & delivery operations. All employees will be provided Diversity training aimed at building our internal team and also influencing how we interact with our existing and new customers. |
| CONVENTION DATA | Bourne | \$37,511.00 | 91 | Kreative Learning Solutions will present job-related Business Writing Programs to all |

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| SERVICES INC | | | | employees. 38 entry level employees will improve verbal and written skills needed for promotions. 21 administrators and tech. people will increase written, verbal, and interpersonal skills required for superior client relations. 16 project managers will target skills to develop strategic and efficient teams. 16 managers and directors will enhance skills writing comprehensive management systems. |
| CORCORAN MANAGEMENT | Braintree | \$108,125.00 | 121 | CRG will present Leadership & Management Training Modules to all levels of managers & site employees. The modules will be developing & coaching employees, decision making, valuing diversity in multi- generational workforces, managing multiple locations, retaining winning talent, collaboration skills for teams, delegating responsibility, conflict resolution, & business writing. OSR will offer work-related English classes to ELL employees to support CRG's training and to advance English skills. |
| Cape Cod Cooperative Bank | Yarmouth | \$131,290.00 | 95 | Consists of 3 stages: Stage 1: Sales Training: branch/operations staff will learn consultative selling skills to proactively meet customer needs & offer accurate solutions. Stage 2: Sales Coaching: Managers & supervisors will learn to coach subordinates to develop/improve consultative selling skills. Stage 3: Leadership & Management: Managers/Supervisors develop future managers to support Bank's strategic plans to expand through sales. (see attached Course Description for more details) |
| EQUAL EXCHANGE INC | West Bridgewater | \$47,805.00 | 70 | Basic Accounting: We are broadening this category to refer to Financial Education and Literacy. Includes financial education for virtually all employees, from beginning to advanced. ESL/ABE: ESOL training focusing on key financial vocabulary to enhance value of financial training, as well as building verbal communication skills needed during large-group settings. Electric Motor, Power Tool and Electric Repair: Targeted training for key people on our newly expanded production lines. |
| F H PETERSON MACHINE CORP | Stoughton | \$48,000.00 | 30 | This training concentrates specifically on advanced skills for experienced precision machinists. These skills relate both to computer numeric controlled (CNC), as well as traditional machining. The training also addresses IGES compatible CAM system to CAD interface capability to certified welding. Also, conventional milling & turning, cylindrical grinding, Blanchard grinding, MIG, TIG & micro welding are addressed in detail. |
| Granite Telecommunications | Quincy | \$97,500.00 | 110 | Coaching, time management, leadership, delegation and project management. The training will also include a course for customer service excellence and training for specialized information technology skills. |
| HCC AEGIS INC | New Bedford | \$49,405.00 | 45 | This training plan includes courses that specifically address our needs to concentrate on quality improvement, sustaining continuous improvement, structured problem solving methodologies, and quality costing. Our goal is to improve procedures, methods, and overall product quality in a manner that will be sustainable, and help us to grow market share through improved delivery of out-of-box reliable product to our customers. |
| INDUSTRIAL COMMUNICATIONS LLC | Marshfield | \$50,000.00 | 44 | Our training plan is designed to create a competitive advantage in the telecommunications industry by focusing on new technology and sales training, management development, customer service skills, process improvements, and essential team building skills at this critical juncture. |

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| J K SCANLAN CO INC | Falmouth | \$41,200.00 | 41 | 1) LEED Training - Training in sustainable design applicable to new construction. The training provider Green Roundtable will teach our employees how to improve their proficiency in green design and skills critical to collaborative teamwork and tools and resources for implementation. 2) Prolog Project Management Design and Document Control Training 3) Timberline Estimating Advanced Software Training |
| METALOR TECHNOLOGIES USA | North Attleboro | \$45,000.00 | 36 | Metalor's Continuous Improvement training program will deliver the skills required to implement, and become certified to the TS 16949 technical specification. TS 16949 specifies quality system requirements for the design, development and production for a variety of products. It is mandated by the automotive and other industries served by Metalor, and is widely recognized internationally as a proactive quality management system upon which a company can continually improve. |
| NEW ENGLAND CONTROLS INC | Mansfield | \$143,500.00 | 73 | Since 1966 New England Controls has been providing business to business process management solutions. New England Controls delivers a broad scope of products along with engineering, training, maintenance and asset optimization services required to solve our customers most challenging process control needs. Our training plan is designed to train our employees in technical areas, sales and management. |
| NICKERSON LUMBER CO | Dennis | \$129,610.00 | 290 | There are three aspects to our training plan to stay competitive with the growing influx of large box store home improvement and building supply store on the Cape: 1: Culture Change and Leadership Development, Coaching and Worker development. 2: Communication/Team Building, Technology and Estimating Training 3: Advanced Selling and Customer Service Skills |
| POYANT SIGNS INC | New Bedford | \$40,100.00 | 60 | Proposed training plan will include: 1)Lean 101 Simulation & Workshop 2)Value Stream Mapping Workshop 3)5S Workplace Organization. 4)Pull/Kanban Systems 5)Team Involvement Problem Solving Tips. |
| Rogers & Gray Insurance Agency | Dennis | \$83,600.00 | 88 | Impact Selling. |
| SENSATA TECHNOLOGIES INC | Attleboro | \$250,000.00 | 375 | Our proposal represents the first phase of our transformation into a Six Sigma/Lean Organization. Initially, we plan to deliver Yellow Belt, Green Belt, and Black Belt certification training to 375 employees. We have top-level support, created a Six Sigma Core Team to direct the project, and believe the training will benefit our business and represent significant trainee skill upgrades. This is a key undertaking, and grant funding will appreciably expand the scope and accelerate delivery. |
| SILVER LINE BUILDING PRODUCTS LLC | Fall River | \$153,665.00 | 125 | The training plan is divided into two categories. 1)Supervisory/Management skills will allow us to train all of our Supervisors & Managers consistently to enhance their overall abilities. A formal and consistent training program will better enable them to lead and motivate their employees in a lean environment and reduce turnover. 2)Lean manufacturing is needed for us to improve our manufacturing processes, reduce waste and improve customer service to remain competitive. |
| STANDARD RUBBER PROD INC | Hanover | \$21,000.00 | 19 | The program provides the training necessary to implement the advanced quality system required to achieve ISO 9000 certification, an internationally recognized quality management standard. This includes training for: executive Management; employee awareness; process development and documentation; auditor training, corrective action and root cause analysis |

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|-----------------------------|-----------------|-----------------------|--------------|--|
| | | | | training, project management and implementation training. |
| STOUGHTON STEEL CO INC | Hanover | \$49,500.00 | 26 | The purpose of the Stoughton plan is to address improvements in our customer service, on-time delivery and competitive pricing that will help support our anticipated growth. Stoughton has been fortunate to establish a world class customer base, to continue our growth plan Stoughton will need a lean transformation and continuous improvement plan throughout our organization as well as ISO 9001:2000 compliance. Our World Class customers expect and demand excellence in today's global markets. |
| Sullivan Tire Co., Inc. | Norwell | \$86,534.00 | 315 | 1. Train all sales personnel to understand the features & benefits of auto manufacturer's factory scheduled maintenance services. There will be 2 days of training for each employee over a 2 year period. 2. Hands-on training for technicians and sales personnel to inspect vehicles for factory scheduled maintenance items and perform coolant and transmission flushes. 3. 2-days of customer service training, which will result in certification for all customer contact employees. |
| V.H. Blackinton & Co., Inc. | North Attleboro | \$46,613.00 | 36 | The training plan is designed to address two areas: Sales/Customer Service and Factory Supervision. Sales/Customer Service: Both areas need professional training to (a) manage their daily work schedule more efficiently (b) learn how to deal with and sell to customers (c) how to increase sales with new proven lean methods. Factory Supervision: Factory supervisors need training on (a) what a supervisors job is (b) how to motivate and deal with their employees (c) manage their departments more efficiently. |
| VERC Enterprises, Inc. | Duxbury | \$29,640.00 | 93 | A.I.M. will present 2 Customer Service workshops, one to 93 employees and the other to 33 employees to demonstrate sound customer service qualities. 5 Leadership Programs to empower employees will be held for 33 people. A Train-the-Trainer seminar for 33 employees will demonstrate effective teaching techniques. OSR will provide 3 Customer Service and Communication workshops for 25 English Language Learners. Tutorials will be provided to ensure all ELL employees are utilizing the skills. |
| <i>Total for region</i> | 25 | \$1,931,009.00 | 2,490 | |
| <i>Total</i> | 89 | \$6,518,108.00 | 7,441 | |